



ALACHUA COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS
INTERNAL AFFAIRS DIVISION
ADMINISTRATIVE INVESTIGATION REPORT

CASE NUMBER	11-IA-67
ASSIGNED INSPECTOR	Inspector Daryl Whitworth, ID# 68
DATE	August 5, 2011
ALLEGATION(S)	ACSO Directive 353.V.A.5 - Use of Alcohol/Drugs and Medication ACSO Directive 353.V.A.7 - Insubordination ACSO Directive 353.V.B.12 - Use and Maintenance of ACSO Fleet Vehicles
COMPLAINANT	Chief Deputy David Huckstep, ID# 002
INVOLVED EMPLOYEE	Interim Director Norman Adkins, ID# 117
WITNESS LIST	

Alachua County Sheriff's Office Employees:
Chief Deputy David Huckstep, ID# 002
Captain Walter Withey, ID# 85
Captain Jeffrey Cloutier, ID# 171
Acting Captain Corey Warren, ID# 181
Lieutenant Whitney Burnett, ID# 61
Bureau Chief Louise Grimm, ID# 187
Ms. Joann Wofford, ID# 501
Senior Staff Attorney Cindy Weygant, ID# 91

Ms. Barbara Minter
Health Services Administrator, Corizon
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Gainesville, Florida 32601
(352) 491-4543

Ms. Jill Crawford, LPN
Corizon
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Mr. Paul Doering
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3601 Southwest 2nd Avenue
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PREDICATION

On the afternoon of June 14, 2011, Chief Deputy David Huckstep was notified by Captain Walter Withey of the actions taken in regards to Interim Director Norman Adkins' medical emergency and the discovery of prescription medication found inside his vehicle. Chief Deputy Huckstep directed the Office of Professional Standards to conduct an inventory of I/Director Adkins' issued vehicle and determine if the vehicle should be returned to the Alachua County Sheriff's Office for safekeeping. Inspector Daryl Whitworth was assigned to investigate the complaint.

COMPLAINT

On the afternoon of June 14, 2011, I/Director Adkins suffered from an apparent medical emergency, while on duty, in his office at the Department of the Jail. I/Director Adkins was evaluated by fellow co-workers and received medical treatment for an elevated blood sugar level from the Department of the Jail's medical contract vendor, Corizon. While making preparations to drive I/Director Adkins to his residence, Captain Withey discovered a large prescription bottle of Oxycontin pills in the center armrest of I/Director Adkins' Alachua County Sheriff's Office issued vehicle.

An Administrative Investigation was initiated by the Office of Professional Standards to determine if a violation of ACSO Directives had occurred.

ACSO Directive 353.V.A.5 - Use of Alcohol/Drugs and Medication

Employees will not consume alcohol while on duty and will not be under the influence of alcohol while on duty. Exceptions to this prohibition may be made by the Division Commander or designee for personnel working in an undercover capacity, or if necessitated while on surveillance.

- a. *Off-duty employees will not consume or purchase alcohol while in uniform or partially uniformed.*

- b. *Employees will not have in their possession any controlled substances, narcotics or hallucinogens except when legally prescribed by a physician or dentist or when possessed as part of their official duties. When any employee is taking prescribed medication and when such medication could affect work performance, the employee will notify a supervisor verbally or in writing, prior to beginning his/her duties.*
- c. *At no time will it be authorized for any employee to ingest any non-prescribed controlled substance.*

ACSO Directive 353.V.A.7 – Insubordination

Employees will promptly obey any lawful order of a superior.

- a. *Should any lawful order given by a supervisor or superior conflict with a previous order, the employee receiving the order will promptly and respectfully call attention to such a conflict, or order, for the benefit of the supervisor or superior issuing the order. If the supervisor or superior does not change the order to alleviate such a conflict, the order will stand and will be obeyed by the employee receiving the order.*
- b. *Insubordination will be defined as "failure to submit to authority" and will include, but not be limited to, any failure or deliberate refusal to obey a lawful order given by a superior or relayed by an employee of the same or lesser rank or any disrespectful, insolent or abusive language or action toward a superior whether in or out of the presence of the superior.*
- c. *An employee who is the subject or a witness in an administrative inquiry may be required, with approval of the Sheriff, to submit to a medical or laboratory examination [CFA 4th 27.04 A. & PSCAP 1.4.7M a.], to be photographed or fingerprinted [CFA 4th 27.04 B. & PSCAP 1.4.7M b.], to participate in a line-up [CFA 4th 27.04 C.], or to provide financial disclosure statements for internal purposes. [CFA 4th 27.04 D. & PSCAP 1.4.7M c.]*
- d. *The refusal of an employee to submit to any of the above constitutes insubordination. If criminal charges are being pursued against an employee, all rights and privileges will be afforded with regards to all investigative requirements.*

ACSO Directive 353.V.B.12 – Use and Maintenance of ACSO Fleet Vehicles

Employees assigned a take-home vehicle who reside outside of Alachua County are required, prior to leaving Alachua County while off duty, to park their assigned vehicle at either;

- a. *The ACSO main building.*
- b. *The ACSO Department of the Jail.*
- c. *A secure alternate location in Alachua County with documented permission from the Sheriff or Chief Deputy.*

INVESTIGATIVE SUMMARY

Ms. Joann Wofford, Secretary V

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On June 14, 2011, at approximately 1045 hours, I/Director Adkins concluded a meeting with Chief Deputy Huckstep. After the meeting, I/Director Adkins appeared visibly upset and told Ms. Wofford that he would be "*downstairs*," referring to the first floor of the Jail. At approximately 1055 hours, Ms. Wofford received a telephone call from I/Director Adkins saying that he was "*leaving the building for a short time*." Between 1055 hours and 1415 hours, Ms. Wofford did not see or hear from I/Director Adkins.

At approximately 1430 hours, I/Director Adkins returned to his office carrying a Coca-a-Cola and a lunch tray from the cafeteria. I/Director Adkins spoke with Ms. Wofford about several work related issues, specifically related to her dissatisfaction with their working relationship. Approximately five (5) minutes into their discussion, Ms. Wofford noticed that I/Director Adkins had "*slurry speech, his eyes were rolling back in his head; he was not comprehending what I was saying to him*." Ms. Wofford told I/Director Adkins that he needed to stop by the Infirmary to have his blood sugar tested, but instead he milled about in his office for several more minutes. Having worked for a doctor years ago, Ms. Wofford was familiar with the signs of blood sugar irregularities and in her opinion, I/Director Adkins was exhibiting similar symptoms. Ms. Wofford recalled when I/Director Adkins arrived that morning "*he did not look well*" and told her he did not sleep well.

Having seen that I/Director Adkins was disoriented and not responsive to her directions, Ms. Wofford contacted Ms. Barbara Minter, Health Services Administrator for Corizon. Ms. Minter sent a nurse, later identified as Ms. Jill Crawford, an LPN (Licensed Practical Nurse) to the I/Director's Office. Ms. Crawford took I/Director Adkins' blood sugar which revealed elevated levels. Ms. Crawford returned to the Infirmary, retrieved what she believed to be insulin from Corizon's medical supplies and returned to I/Director Adkins' office. However, Ms. Crawford realized the syringe did not contain any insulin and returned to the Infirmary a second time. I/Director Adkins informed Ms. Wofford that he had high pressure so Ms. Wofford asked Ms. Crawford to check his blood pressure as well. The tests revealed that his blood sugar and blood pressure were elevated.

Around this time, Captain Jeffrey Cloutier telephoned Ms. Wofford to determine if I/Director Adkins was in his office. When he learned of the medical emergency, he and Captain Walter Withey arrived to assist. Captains Cloutier and Withey decided to drive I/Director Adkins to his residence and departed the building to retrieve their vehicles. Acting Captain Corey Warren arrived and walked with I/Director Adkins as he left the building to meet with the other two Captains. When I/Director Adkins left his office, Acting Captain Warren helped by carrying "*a gun belt, um, a black notebook and a black bag, a satchel type bag*." I/Director Adkins walked from his office without assistance, although he was "*unsure on his feet, I mean he wasn't*

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stumbling or anything like that, but he was walking like, kind of stiffed legged." Ms. Wofford had no further contact with I/Director Adkins for the remainder of the afternoon.

On the morning of June 15, 2011, I/Director Adkins returned to work wanting to know *"where his car was, uh, where his keys were, where his green bag was."* When Ms. Wofford explained that she did not know where his vehicle or keys were, I/Director Adkins left his office and went downstairs. Shortly thereafter, Chief Deputy Huckstep telephoned her and informed her that if I/Director Adkins showed up at the Jail, he was to telephone him. Ms. Wofford went downstairs, located I/Director Adkins and the two returned to his office where he telephoned Chief Deputy Huckstep. After speaking with Chief Deputy Huckstep, I/Director Adkins left the building.

Inspector's Notes:

Ms. Wofford prepared a summary of her observations, which was included in the Official Documents section of this Administrative Investigation. In her written attachment, Ms. Wofford referenced a medical worker named *"ARNP Copenhagen."* It was later determined that *"ARNP Copenhagen"* only prescribed the recommended amount of insulin, and was not a witness, nor was she present in I/Director Adkins' office. As such, she was not interviewed for this Administrative Investigation.

Ms. Barbara Minter, Health Services Administrator for Corizon

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On the date of this interview, Ms. Barbara Minter was the Health Services Administrator for Corizon.

On June 14, 2011, at approximately 1430 hours, Ms. Minter received a telephone call from Ms. Wofford who explained that I/Director Adkins was *"very lethargic, I'm really worried about his blood sugar."* Ms. Minter asked Nurse Crawford to check on I/Director Adkins. Nurse Crawford reported to Ms. Minter that I/Director Adkins was *"very lethargic, his blood sugar was 258."*

Nurse Crawford informed her that I/Director Adkins left his insulin inside his vehicle and because of the heat, it would not be effective. Ms. Minter authorized the use of *"one dose"* of insulin from the Infirmary and went upstairs herself to monitor the situation. In addition to the blood sugar, I/Director Adkins' blood pressure was high, but he was able to communicate with her. Ms. Minter stated the amount of insulin provided by the Infirmary was very low. In her opinion, I/Director Adkins was unfit to drive and should be taken to his residence where he could then contact his doctor to receive follow up care. Ms. Minter stated I/Director Adkins was pretty *"groggy"* and *"I really think he has some health issues that he needs to have addressed."*

Nurse Jill Crawford, LPN

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On June 14, 2011, at approximately 1430 hours, Nurse Crawford was directed by Ms. Minter to check I/Director Adkins' blood sugar level. In addition to his blood sugar level, she checked I/Director Adkins' blood pressure, both of which were elevated. I/Director Adkins was sweating, complained of being hot and that he did not feel well. When Nurse Crawford learned that I/Director Adkins had left his insulin inside his vehicle, she received authorization to use insulin from the Infirmary. After the insulin was administered, Nurse Crawford did not see any improvement. Based on her training and experience, the behavior and symptoms displayed by I/Director Adkins was attributed to his elevated blood pressure and sugar levels.

On June 17, 2011, Captain Jeffrey Cloutier completed an Inter-Office Correspondence to Chief Deputy David Huckstep summarizing his observations and actions taken in reference to this incident. The Inter-Office Correspondence has been reformatted, italicized and copied into this investigation.

ALACHUA COUNTY SHERIFF'S OFFICE

June 17, 2011

INTER-OFFICE CORRESPONDENCE

TO: Chief Deputy Chief Huckstep

FROM: Captain Jeffrey Cloutier, Security Operations

RE: Behavior Observation, Norman Adkins

On Tuesday June 14th at approximately 1430 hours, I was informed by Joann Wofford that Interim Director Norman Adkins was having a blood sugar issue and that she had medical staff up in his office. As I have had similar dealings with Adkins regarding his medical condition in the past, I told her I would head up to their suite to assist. I told Capt. Warren what was going on and left my office. I called Capt Withey via cell phone and informed him of the situation and he informed me he would head that way.

When I arrived, I observed Adkins' behavior as a person in serious diabetic emergency; he gave all physical appearances of someone inebriated and intoxicated, and could barely stand. Both medical staff members (Corizon Health Services Administrator Barbara Minter and another unknown nurse) informed me that they had just given him insulin and that he should be better in around 30 minutes. Once Capt Withey arrived we decided the best course of action was to take him home. Capt Warren came upstairs to stay with Adkins, Withey and I went to get the vehicles necessary to get Adkins to where his personal vehicle was parked, and then to get him home.

During the entire drive, transfers of vehicles, and delivery to his house, Adkins did not improve in his behavior and appearance. He drifted in and out of sleep, snored loudly, and gave all appearances of someone who was dealing with a blood sugar/diabetic related issue. Additionally, during my drive, I spoke to his wife, who informed me that she had checked and discovered he had not taken any of prescription medication for that day. Capt Withey and I arrived at Adkins' house around 1600 hours and left him with his wife. While we were there, I saw her give him his medications and test his blood. We departed shortly thereafter.

If you have any additional questions, please let me know.

/jrc

Captain Jeffrey Cloutier

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On the morning of June 14, 2011, Captain Cloutier spoke with I/Director Adkins for a brief period of time. During their conversation, Captain Cloutier noticed that I/Director Adkins "looked tired, worn," did not appear to be feeling okay and commented that he did not sleep well the previous evening.

Later that same afternoon, Captains Cloutier and Withey were unsuccessful in locating I/Director Adkins and eventually Captain Cloutier telephoned Ms. Wofford. Ms. Wofford informed him that the Infirmary staff was evaluating I/Director Adkins because he had a diabetic medical issue. As Captain Cloutier left for the I/Director's Office, he informed Acting Captain Warren of the medical issue and telephoned Captain Withey, who responded. When Captain Cloutier arrived, Ms. Minter, Nurse Crawford and Ms. Wofford were with I/Director Adkins. Captain Cloutier stated I/Director Adkins "just looks drunk, I mean just couldn't keep his eyes open, kept you know, he'd talk to you and his eyes would roll shut, uh, he. You know, knowing that I'd seen him in the blood sugar crisis in the past, I just knew he was obviously having issues." Ms. Minter explained that they had given I/Director Adkins insulin and he should be better in approximately thirty (30) minutes.

Before leaving the office, I/Director Adkins' medical condition did not appear to improve much and Captain Cloutier believed this diabetic episode was "exponentially" worse than an episode he had witnessed several years earlier. Captain Cloutier believed the best course of action would be to take I/Director Adkins to his residence and let his wife monitor his condition. When Captain Withey arrived in I/Director Adkins' office, the two agreed to drive I/Director Adkins to his residence, drop off his issued vehicle "at the CVS" in Hawthorne, Florida and return to the Jail in Captain Cloutier's vehicle.

The Captains left I/Director Adkins' office, retrieved the vehicles and drove them to the front entrance to the Jail. Before Captain Withey drove away from the Jail, he decided to clean up a spill from a leaky cup in the center console of I/Director Adkins' vehicle. When Captain Withey opened the center armrest looking for napkins, he discovered a prescription bottle of

"Oxycontin." Captain Withey showed Captain Cloutier the bottle. Captain Cloutier stated *"looks like he needs to report that, that's concerning to me."* Captain Cloutier continued to load I/Director Adkins' vehicle in preparation to leave. Captain Cloutier loaded I/Director Adkins' gunbelt and Acting Captain Warren placed a computer type bag and a three (3) ring binder bag inside the vehicle as well.

Captain Cloutier drove I/Director Adkins to Hawthorne, Florida. On the way to Hawthorne, Florida, Captain Cloutier spoke with Mrs. Adkins by telephone several times. Captain Cloutier learned that I/Director Adkins *"hadn't taken his medication in two days"* and Mrs. Adkins would be unable to pick him up in Hawthorne, Florida which meant they had to take him to his residence. When they arrived in Hawthorne, Florida, Captain Withey parked I/Director Adkins' issued vehicle near his personal vehicle which was parked behind the "CVS." Captain Withey then drove I/Director Adkins' personal vehicle to his residence located near the community of Johnson in Putnam County. When they arrived at I/Director Adkins' residence, Mrs. Adkins met them outside. Mrs. Adkins administered a blood test and stated that the blood sugar reading was ~~in the 130's or 140's, meaning the blood sugar had dropped since they left the Jail.~~ With the knowledge that I/Director Adkins' sugar level had stabilized, Captain Cloutier felt comfortable leaving I/Director Adkins in the custody of his wife. During their return trip to the Jail, Captain Withey informed Chief Deputy Huckstep by telephone of what had occurred and the presence of the prescription bottle of Oxycontin pills found in I/Director Adkins' vehicle.

On morning of June 15, 2011, I/Director Adkins telephoned Captain Cloutier to inquire if he had the keys to his issued vehicle. Captain Cloutier reminded him that the keys had been left with him when he was dropped off. Additionally, I/Director Adkins asked if his vehicle was parked at the "CVS" in Hawthorne, Florida to which Captain Cloutier confirmed it was.

On the evening of June 15, 2011, Captain Cloutier telephoned I/Director Adkins to check on him. During their telephone conversation, which was apparently on speaker phone, I/Director Adkins referenced how his blood sugar had gotten to "500." Captain Cloutier distinctly remembered the blood sugar level had decreased between the time they left the Jail and when they arrived at the Adkins' residence. Captain Cloutier advised the blood sugar level was never as high as I/Director Adkins claimed. Captain Cloutier believed the conversation became somewhat confrontational and Mrs. Adkins seemed to be *"mad at me."*

On June 17, 2011, Captain Walter Withey completed an Inter-Office Correspondence to Chief Deputy David Huckstep summarizing his observations and actions taken in reference to this incident. The Inter-Office Correspondence has been reformatted, italicized and copied into this investigation.

ALACHUA COUNTY SHERIFF'S OFFICE

June 17, 2011

INTER-OFFICE CORRESPONDENCE

TO: Chief Deputy Chief Huckstep

FROM: Captain Walter Withey, Inmate Services Division

RE: Behavior Observation, Norman Adkins

On Tuesday June 14th at approximately 1430 hours, I received a cell phone call from Captain Jeffrey Cloutier that Interim Director Norman Adkins was having a diabetic medical issue and that medical staff had responded to the Director's office. I have had similar dealings with Adkins regarding his medical condition in the past and I told Captain Cloutier I was on the way upstairs.

When I arrived, JoAnne Wofford advised that Director Adkins was "out of it" and had trouble comprehending. Director Adkins' behaviors lead me to believe he was near a serious diabetic emergency; His physical behavior was displayed as unsteady, incoherent and unable to remain awake, and gave the appearance of being intoxicated. Corizon Health Services Administrator Barbara Minter informed us that they had checked his sugar levels and gave him insulin. Ms. Minter said he should be better in approximately 30 minutes. Capt Cloutier and I decided the best course of action was to take him home since medical had rendered the appropriate aid and we believed Director Adkins' wife would be better able to care for him. Capt Warren came upstairs to stay with Director Adkins while Captain Cloutier and I went to move the appropriate vehicles to the front of the jail to get Director Adkins's home.

When I entered Director Adkins' assigned vehicle there was a Styrofoam cup in the cup holder that was leaking. I drove the vehicle to the front parking lot, removed the leaking cup to a garbage can and began to look for something to clean up the mess to prevent it from spilling on me. I opened the center console and observed a large prescription bottle in plain view that was labeled "Oxycontin" and two ammunition magazines. I then asked Captain Cloutier if he had any paper towels in his vehicle. I looked at the label again to make sure I had read it right and observed the prescription has been addressed to Norman P Adkins and had been filled this same day. I closed the center console and when Captain Cloutier handed me a paper towel I told him to look in the center console. Captain Cloutier observed the prescription bottle and said we've got reporting issues.

Captain Warren had assisted Director Adkins to our vehicles and placed a tote bag in the front of Director Adkins' vehicle while Captain Cloutier assisted Director Adkins into another vehicle. We then left the jail with Captain Cloutier driving his assigned vehicle with Director Adkins as a

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passenger and I followed in Director Adkins' assigned vehicle.

Capt Cloutier and I arrived at Director Adkins' house around 1600 hours and left him with his wife. While we were there, we saw her test his blood and give him his medications. We departed after ensuring she did not need anything else.

While we were on the way back to the jail I telephoned Colonel David Huckstep and informed of the situation and the discovery of the prescription bottle in Director Adkins' assigned vehicle. Colonel Huckstep advised he would handle the situation. Captain Cloutier and I returned to the jail and went off duty at approximately 1700 hours.

If you have any additional questions, please let me know.

/waw

Captain Walter Withey

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On June 14, 2011, at approximately 0915 hours, Captain Withey attended a meeting with I/Director Adkins. During the meeting, Captain Withey noted that I/Director Adkins, who was dressed in the uniform of the day, had "*a wide eyed look,*" did not interact much at the meeting and "*slurred some of the words.*" Captain Withey stated he was aware of I/Director Adkins' medical history, having assisted with a diabetic episode in the past and knew to pay attention to indicators of a possible medical emergency.

Later that same morning, sometime after 1030 hours, Captain Withey saw I/Director Adkins walking out of the building and told him that he needed to speak with him. I/Director Adkins stated he had to go to the parking lot and "*I'll be right back*" but he never returned. Captain Withey went about the rest of his responsibilities and eventually ate lunch. Sometime between 1230 hours to 1300 hours, Captain Withey telephoned I/Director Adkins to ask if he was at the Jail. I/Director Adkins stated he was "*out paying a bill, you know, I'll call you whenever I get back,*" Captain Withey never received a return telephone call from I/Director Adkins.

At approximately 1430 hours, Captain Withey received a telephone call from Captain Cloutier stating that the Jail's medical staff was in I/Director Adkins' office for a diabetic medical issue. On his way to I/Director Adkins' office, Captain Withey saw Ms. Minter. Ms. Minter informed him that I/Director Adkins' blood sugar was elevated so they gave him some insulin and "*he should be fine in a half hour or so.*" When Captain Withey arrived, he noted that I/Director Adkins was "*standing behind the desk, with his eyes closed, just, he wasn't here, he was in a stupor...*"

Collectively, Captains Withey and Cloutier determined the best course of action would be to take I/Director Adkins to his residence where his wife would be able to monitor his blood sugar. Acting Captain Warren was asked to stay with Ms. Wofford and I/Director Adkins while they

organized the vehicles to get I/Director Adkins to his residence. Captain Withey recalled I/Director Adkins' issued gunbelt was loaded into I/Director Adkins' vehicle by Captain Cloutier and a computer bag or tote was carried down by Acting Captain Warren. Captain Withey drove I/Director Adkins' vehicle to the front of the Jail and noted that there was a leaky cup in the center console's cup holder. In an effort to clean up the spill, Captain Withey opened the center armrest looking for napkins and instead discovered a large prescription bottle of medicine and two (2) Glock magazines. Captain Withey noted the label on the prescription bottled read "*Oxycontin, had Norman's name on it, and that date* (referring to June 14, 2011)." Acting Captain Warren and Captain Cloutier were shown the prescription bottle and Captain Cloutier commented "*we got a reporting issue here.*" After seeing the prescription, Captain Withey acknowledged he reevaluated his assessment of I/Director Adkins' behavior and wondered if the medical issue could have been a combination of the diabetic issue and the prescription medication.

When they arrived at the "*CVS*" in Hawthorne, Florida, Captain Withey was unable to locate I/Director Adkins' issued firearm. Captain Withey checked the passenger compartment for the firearm but was unable to locate it. When asked, I/Director Adkins never answered where his firearm was. Captain Withey secured I/Director Adkins' issued vehicle and drove I/Director Adkins' personal vehicle to his residence, while I/Director Adkins rode with Captain Cloutier.

When they arrived at I/Director Adkins' residence, Mrs. Adkins met them at their vehicles, administered a blood test on I/Director Adkins and provided him with "*that morning's medication that he hadn't taken and a bottle of water.*" Captain Cloutier confirmed with someone at the Jail that I/Director Adkins' initial blood sugar levels were "*250 something or 260 something*" level and Mrs. Adkins' blood test revealed a result of "*one-thirty something*" an improvement from when I/Director Adkins was at the Jail. Captains Withey and Cloutier remained at the residence for approximately fifteen (15) to twenty (20) minutes before returning to Alachua County and contacting Chief Deputy Huckstep.

On June 17, 2011, Acting Captain Corey Warren completed an Inter-Office Correspondence to Chief Deputy David Huckstep summarizing his observations and actions taken in reference to this incident. The Inter-Office Correspondence has been reformatted, italicized and copied into this investigation.

ALACHUA COUNTY SHERIFF'S OFFICE

June 17, 2011

INTER-OFFICE CORRESPONDENCE

TO: Chief Deputy Chief Huckstep

FROM: Acting Captain Corey J. Warren
Security Operations Division

RE: Interim Director Norman Adkins observations

On Tuesday June 14, at approximately 1430 hours, I was in the office with Captain Cloutier when he received a phone call in reference to Interim Director Norman Adkins. After Captain Cloutier hung up the phone, he informed me that Director Adkins was having diabetic medical issues and that he was headed upstairs to Director Adkins' office. I continued working.

Approximately 30 minutes later, I had not heard from Captain Cloutier therefore I decided to head upstairs to Director Adkins' office. As I arrived at the vestibule door next to the command center, I encountered Captains Cloutier and Withey coming from the upstairs elevator. Captain Cloutier ask me to go to Director Adkins office and assist him downstairs once I got notification from him that the vehicle had been moved from the rear employee parking lot to the front driveway area.

While in Director Adkins' office, Joann Wofford and I sat across the desk from Director Adkins. Director Adkins appeared to be experiencing diabetic issues. He appeared to be having difficulty staying awake and his speech was slurred. There were several times that Joann and I would have to make conversations with Director Adkins to keep him awake. At one point, Director Adkins picked up the television remote control and started pressing numbers as if dialing a phone numbers on a phone or playing a video game.

Once I got word that Captains Cloutier and Withey had arrived in the front parking area, I informed Director Adkins that we were about to go downstairs. Director Adkins was very wobbly as he stood up from his desk. I asked him if he needed me to get a wheelchair to transport him downstairs. He informed me that he could walk.

I gathered his briefcase and a notebook binder that were sitting on the couch, and Director Adkins and I walked downstairs where Captains Cloutier and Withey were waiting near their vehicles. Director Adkins got into the passenger side of the vehicle with Captain Cloutier and I placed the briefcase and the notebook binder in the passenger side floorboard of Captain Withey' vehicle.

As I was closing the door to the vehicle, Captain Withey got my attention and showed me a prescription bottle of medication.

If you have any additional questions, please let me know.

/cjw

Acting Captain Corey Warren

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons at the Department of the Jail.

On June 14, 2011, at approximately 1430 hours, Captain Cloutier received a telephone call that I/Director Adkins was having a medical emergency related to a diabetic medical issue. Acting Captain Warren planned to assist, but was told by Captain Cloutier that "Norm's had this before, so I'll take care of it" so he remained in his office. Acting Captain Warren believed he may have also helped I/Director Adkins with a similar issue years ago.

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After not having heard from Captain Cloutier for approximately thirty (30) minutes, Acting Captain Warren headed upstairs *"to make sure everything was okay."* As he approached the area of the vestibule at the Command Center, he met Captains Withey and Cloutier who briefed him about I/Director Adkins' medical condition and their plan to take him to his residence. Acting Captain Warren went up to the Director's Office and remained with I/Director Adkins until Captains Withey and Cloutier were able to drive their vehicles around to the front entrance.

When Acting Captain Warren arrived in I/Director Adkins' office, he noted that I/Director Adkins was dressed in uniform, seated at his desk and appeared *"real sleepy, like he was dozing off."* Ms. Wofford was asking him questions in what appeared to be an attempt to keep him awake. When he received word that the other Captains were ready, he and I/Director Adkins headed downstairs. I/Director Adkins was unsteady on his feet, but did not need assistance walking to the elevator or to the front parking lot. Acting Captain Warren carried a black or green folding type briefcase, possibly an older computer bag belonging to I/Director Adkins and placed it in his vehicle. While loading I/Director Adkins' property into his vehicle, Captain Withey showed him a prescription bottle containing pills that were found in the I/Director's vehicle.

When Captains Cloutier and Withey returned to the Jail, they informed Acting Captain Warren that they had notified Chief Deputy Huckstep about their actions.

Chief Deputy David Huckstep

A formally recorded interview was conducted on June 30, 2011. This interview was conducted by Inspectors Daryl Whitworth and Scott Anderson at the Office of Professional Standards.

On the morning of June 14, 2011, Chief Deputy Huckstep spoke with I/Director Adkins by telephone and gave him specific instructions for an important task. Shortly after his conversation with I/Director Adkins, he received an email contrary to those instructions and decided to visit the Jail to clarify his instructions with I/Director Adkins and to discuss additional work related topics. When Chief Deputy Huckstep arrived at the Jail, he joined I/Director Adkins for a staff meeting. The two spoke after the meeting in the Jail Director's office about several issues, one of which was the earlier task that was not completed in accordance to Chief Deputy Huckstep's instructions. Chief Deputy Huckstep stated he *"couldn't understand why he was behaving the way he did then and why he didn't actually follow what I had asked him to do."* In retrospect with what he now knows, coupled with I/Director Adkins' inability to follow instructions, he may have been experiencing some medical issues that morning.

Later that same day, at approximately 1630 hours, Chief Deputy Huckstep received a telephone call from Captain Withey. Chief Deputy Huckstep learned that I/Director Adkins had a medical emergency related to a diabetic condition and Captains Cloutier and Withey had taken him to his residence for the remainder of the afternoon. Additionally, he was informed that Captain Withey had discovered a prescription bottle containing Oxycontin inside I/Director Adkins' issued vehicle, along with several other empty prescription bottles. Upon learning of the medical emergency, coupled with the discovery of the prescription medication and the significance of the medication, he contacted Captain Karen Love at the Office of Professional Standards. Chief

Deputy Huckstep directed the Office of Professional Standards to conduct an inventory of I/Director Adkins' issued vehicle and determine if the vehicle should be returned to Alachua County Sheriff's Office for safekeeping.

During this event, Chief Deputy Huckstep learned that I/Director Adkins lived in Putnam County and his issued vehicle was left at the CVS in Hawthorne, Florida. Chief Deputy Huckstep did not believe he had knowledge that I/Director Adkins was parking his vehicle at the CVS in Hawthorne, Florida and questioned if he had received authorization to do so.

Captain Walter Withey

A formally recorded interview was conducted on June 22, 2011. This interview was conducted by Inspectors Daryl Whitworth and Latrell Simmons by telephone.

This Inspector attempted to determine where I/Director Adkins may have been parking his issued vehicle after work. Captain Withey stated when he arrived at the CVS in Hawthorne, Florida, he located I/Director Adkins' personal vehicle (a blue four (4) door Chevrolet sport utility vehicle) parked between the CVS and Hitchcock's Grocery Store. Captain Withey parked I/Director's Adkins' issued vehicle next to his personal vehicle, assuming that was where it was normally parked. Additionally, Captain Withey testified that after discovering the Oxycontin medication in I/Director Adkins' vehicle, he did not open the bottle or remove any pills.

Nurse Jill Crawford, LPN

A formally recorded interview was conducted on July 13, 2011. This interview was conducted by telephone with Inspectors Daryl Whitworth and Captain Karen Love.

This Inspector conducted a second interview with Nurse Crawford. Nurse Crawford conducted the initial evaluation of I/Director Adkins and noted his blood sugar level was "220 something," which she considered elevated. Nurse Crawford administered the insulin and remembered that Ms. Mentor commented to I/Director Adkins that he looked like he was beginning to feel better. This Inspector explained that Mrs. Adkins tested I/Director Adkins' blood when he arrived at his residence and received a reading in the 130 range, which Nurse Crawford agreed would be consistent with the time that had elapsed from when she administered the insulin. Nurse Crawford stated if I/Director Adkins' blood sugar was in the 500 range he would have exhibited similar or more severe behavior and she would have contacted "EMS."

Inspector's Note

On July 14, 2011, I received a telephone call from Nurse Crawford who stated she located a field note made on June 14, 2011, which indicated I/Director Adkins blood sugar level was actually 268, not "220 something," as she had testified to on July 13, 2011. The telephone call was not recorded.

Ms. Joann Wofford, Secretary V

A formally recorded interview was conducted on July 14, 2011. This interview was conducted by Inspectors Daryl Whitworth and Scott Anderson by telephone.

This Inspector completed a second interview with Ms. Wofford. Ms. Wofford was present when Nurse Crawford evaluated I/Director Adkins' medical condition and tested his blood sugar by pricking his finger. Ms. Wofford learned from Nurse Crawford that I/Director Adkins' blood sugar was "220" and witnessed her administer five (5) units of insulin.

This Inspector had previously asked Ms. Wofford to review I/Director Adkins' divisional files at the Department of the Jail to determine if a copy of the Alachua County Sheriff's Office's Alternate Location Parking Request form (ACSO 07-19) was present. Ms. Wofford was unable to locate a copy of the form, but recalled a conversation between Mr. Robert Woody, former Jail Director, and I/Director Adkins sometime in 2011, that may have been related to that issue. Ms. Wofford overheard Mr. Woody ask if the parking lot was well lit and frequently patrolled, to which I/Director Adkins replied "yes." Ms. Wofford had no knowledge if I/Director Adkins ever received permission to park at that location and did not want to speculate if their conversation was about that specific topic.

Inspector's Note:

I/Director Adkins' divisional file at the Department of the Jail, his personnel file in the Human Resources Bureau and files within the Office of the Sheriff, contain no record of I/Director Adkins ever completing the Alachua County Sheriff's Office's Alternate Location Parking Request form. Additionally, this Inspector was unable to locate any documentation that I/Director Adkins ever received authorization to park his issued vehicle in the public parking lot in Hawthorne, Florida.

The discovery of I/Director Adkins' vehicle at an unauthorized parking/storage location broadened the scope of this Administrative Investigation to include a possible violation of ACSO Directive 353.V.B.12 – Use and Maintenance of ACSO Fleet Vehicles.

INSPECTOR'S INVESTIGATION

On June 14, 2011, at approximately 1700 hours, Captain Karen Love, Inspector John Redmond and this Inspector conducted an inventory of I/Director Adkins' issued vehicle (#2701). The vehicle was parked in Hawthorne, Florida between the CVS Pharmacy and the Hitchcock's Grocery Store, located at 6025 Southeast US Highway 301.

During the inventory, the Office of Professional Standards located a prescription bottle containing Oxycontin (as reported by Captain Withey), several empty prescription pill bottles and several loose pills, some of which were controlled substances. Upon our return to the Office of Professional Standards, Inspector Redmond utilized the website titled Drugs.com and a Drug

Identification Bible to identify the various medications that were not contained inside a labeled bottle.

The inventoried property was packaged and separated into Agency property and I/Director Adkins' personal property, to include medication and personal affects. The recovered items, with the exception of financial documents, were photographed and photocopied. After the initial inventory of I/Director Adkins' vehicle, this Inspector drove the vehicle to the Alachua County Sheriff's Office and secured it inside the rear compound at the Administrative Building. It should be noted that I/Director Adkins' issued handgun was not located inside the vehicle, as noted by Captain Withey during his interview. I/Director Adkins' issued handgun was eventually returned to the Human Resources Bureau by I/Director Adkins on June 20, 2011.

The accompanying photographs and inventory are included as a reference and are not an inclusive list of all the property recovered from I/Director Adkins' vehicle. The full inventory, to include the property released to I/Director Adkins, was included in the Official Documents section of this Administrative Investigation.

This Inspector utilized the State of Florida Health and Human Services' patient profile obtained by Lieutenant Whitney Burnett on June 17, 2011, to determine if I/Director Adkins had a valid prescription for the listed medications. The medications listed below were discovered in various locations within the vehicle and photographed by this Inspector.

The following drugs are classified as a controlled substance or require a prescription:

Medication

Seventy-seven (77) Oxycontin tablets (40mg)
One (1) Phenobarbital pill
One (1) Glipizide pill
One (1) Metformin tablet
One (1) Lupin Ramipril capsule
One (1) Metoprolol pill

The following medicines are classified as over the counter or available for retail purchase:

Medication

One (1) Naproxen Sodium pill
One (1) Magnesium Salicylate Tetrahydrate tablet
One (1) prescription pill bottle with the label torn off, containing 40 Naproxen Sodium pills

Photographs of I/Director Adkins' vehicle parked between the CVS Pharmacy and Hitchcock's Grocery Store in Hawthorne, Florida prior to the inventory.



Photographs of the interior of I/Director Adkins' issued vehicle prior to the inventory.



(11-IA-67, Interim Director Norman Adkins, ID# 117)

Two (2) empty prescription pill bottles were located in the front left pocket of the Agency issued winter jacket. The labels on both bottles had been removed; one (1) bottle had a cap.

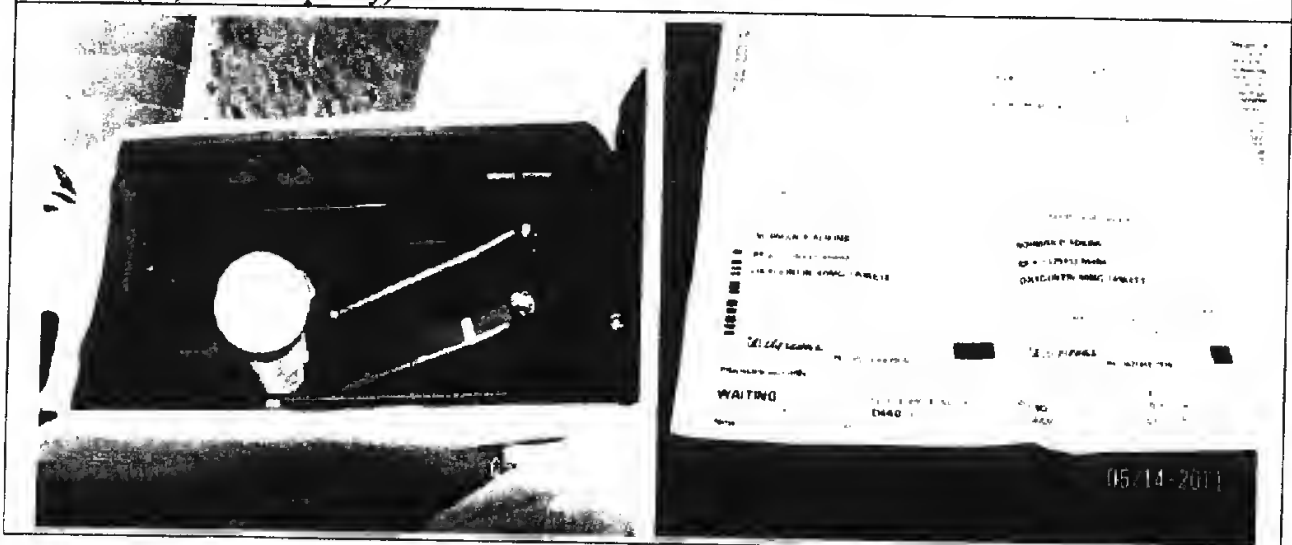


Center console/armrest

One (1) prescription pill bottle labeled as containing ninety (90) "Oxycontin 40MG Tablets"

Receipt indicated the prescription was purchased on June 14, 2011, at 1329 hours. The bottle was later determined to contain seventy-seven (77) Oxycontin tablets

Two (2) Glock magazines, one contained ten (10) rounds, the second contained eight (8) rounds, (fifteen (15) round capacity)



A green "Safe Driver" briefcase contained the following items:

One (1) empty prescription pill bottle with the label removed and without a cap

One (1) prescription pill bottle without a label, containing forty (40) Naproxen Sodium, pills

One (1) Naproxen Sodium pill

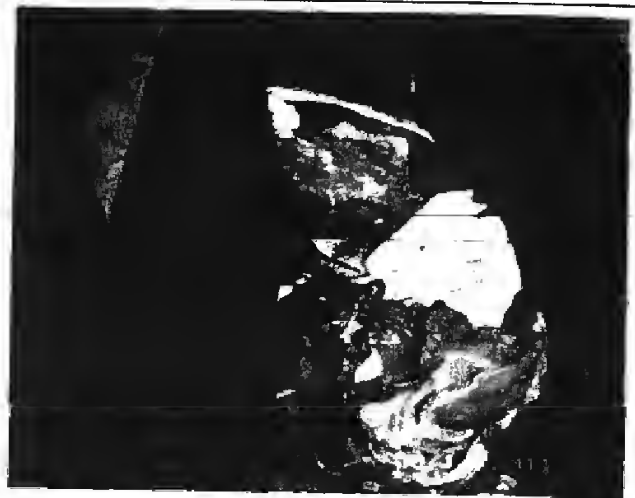
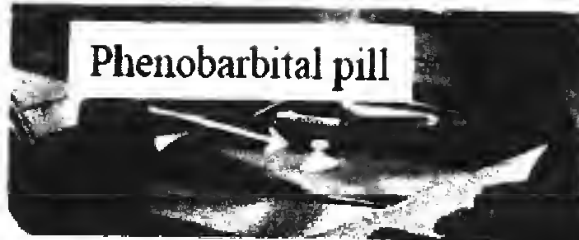
One (1) Magnesium Salicylate Tetrahydrate tablet

One (1) Phenobarbital pill (*No valid prescription located*)

One (1) USB drive (4GB) Kingston Data Traveler

One (1) Gold Captain Badge

One (1) ACSO E55 key, inscribed with "CERT"



One (1) black HP computer bag contained the following items:

One (1) Glipizide pill

One (1) Metformin tablet

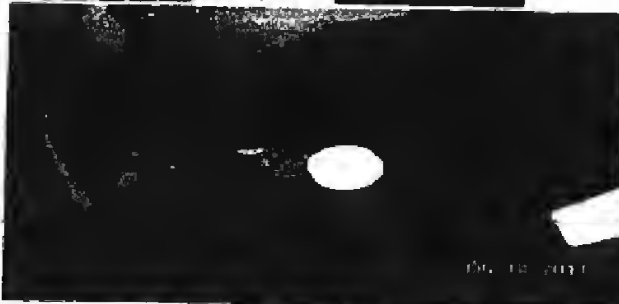
One (1) Lupin Ramipril capsule

One (1) Metoprolol pill

Two (2) Alachua County Sheriff's Office gas cards for Vehicles #764 and #2728

Florida Driver's License (Norman Adkins)

Miscellaneous personal items



INSPECTOR'S INVESTIGATION

During the inventory of I/Director Adkins' issued vehicle, the Office of Professional Standards located several empty prescription pill bottles where the labels had been removed, miscellaneous prescription medications and a recently filled prescription for ninety (90) 40mg. Oxycontin tablets, thirteen (13) of which were missing. Based on the discovery of the medications and I/Director Adkins' medical condition, the Office of Professional Standards determined there was reasonable suspicion to require I/Director Adkins to submit to a Reasonable Suspicion Drug Test, in accordance to Alachua County Sheriff's Office Directive 144, Drug Free Workplace.

On June 15, 2011, at approximately 1000 hours, I/Director Adkins arrived at the Alachua County Sheriff's Office and met with Chief Deputy Huckstep and this Inspector. Chief Deputy Huckstep reviewed with I/Director Adkins the events that led to him being taken to his residence the previous day and explained that he would need to submit to a Reasonable Suspicion Drug Test. ~~I/Director Adkins stated he understood and was escorted by Inspector Redmond and this~~ Inspector to Elite Services for a Reasonable Suspicion urine and blood test. Given I/Director Adkins' medical history and the fact we had identified and recorded all the medications found in his vehicle, the Office of Professional Standards returned his personal property, to include the medication, before we departed for Elite Services.

On June 15, 2011, at approximately 1100 hours, Inspector Redmond and this Inspector arrived at Elite Services. At approximately 1104 hours, I/Director Adkins refused to provide a blood sample, but agreed to a urine sample. This Inspector confirmed with Captain Love that I/Director Adkins would need to provide a blood sample and relayed that information to I/Director Adkins. I/Director Adkins stated that the Alachua County Sheriff's Office Directives only required him to submit to a urine test, not a blood test and asked if the Office of Professional Standards had ever requested a blood draw/test from any other employees. This Inspector did not answer his question and Inspector Redmond directed him two (2) additional times to provide the blood sample. This Inspector and Elite Services employee Ms. Kailan Bragg witnessed the refusal to provide the blood sample. I/Director Adkins became increasingly agitated and stated that Chief Deputy Huckstep had told him he would need to provide a urine sample but now he was being asked to also provide a blood sample. After I/Director Adkins provided a urine sample, this Inspector served him with his Employee Notice of Administrative Suspension and provided him with a copy.

Inspector's Note:

I/Director Adkins' refusal to submit to a blood test for the Office of Professional Standards broadened the scope of the Administrative Investigation, to include a possible violation of ACSO Directive 353.V.A.7 – Insubordination.

On August 3, 2011, Senior Staff Attorney offered her legal opinion in regard to the allegation that I/Director Adkins was insubordinate in his refusal to submit to a blood test. *"Reasonable suspicion existed to believe that Captain Adkins was under the influence of alcohol or drugs, therefore he was required to submit to alcohol and drug testing. The procedures described in Section X set out what normal protocol would be. It does not grant the subject employee the*

latitude to refuse a direct order from the Inspector accompanying the employee to the sample collection vendor to submit a sample other than urine. If circumstances dictate, I believe an Inspector has authority from the Sheriff to order an employee to submit whatever type of bodily sample contemplated for a drug test to maintain a drug free workplace. Refusing that order is insubordination."

On June 15, 2011, Inspector John Redmond completed a written correspondence summarizing his observations and actions taken in reference to delivering I/Director Adkins to Elite Services. The written correspondence has been reformatted, italicized and copied into this investigation.

This Inspector and Inspector Whitworth escorted Interim Jail Director Norman Adkins to Elite Services, located at 3601 SW 2nd Avenue Suite E, Gainesville FL, 32607. Captain Adkins was required to provide a blood and urine specimen based on reasonable suspicion. Captain Adkins' wife followed us in their private vehicle to Elite Services. Captain Adkins was escorted into the facility at approximately 1100 hours. Ms. Kailan Bragg, the technician, escorted us to a back examination room. Captain Adkins was advised by Ms. Bragg he would have to provide a blood and a urine sample. Captain Adkins advised he would not provide a blood sample. Inspector Whitworth contacted Captain Karen Love and verified that the blood sample was required. I asked Captain Adkins to provide a blood sample and he refused. I then checked the time on my ACSO issued Verizon telephone and read the time as 1104 hours and directed Captain Adkins to provide a blood sample. He refused. Again, I observed the time as 1104 hours and directed Captain Adkins to provide a blood sample. He refused again. This Inspector escorted Captain Adkins into the bathroom and observed him urinate in the provided specimen container. Captain Adkins gave the container to Ms. Bragg. He then signed the appropriate paperwork and exited the examination room. Inspector Whitworth served Captain Adkins with the Administrative Suspension paperwork. Captain Adkins left the facility and this Inspector informed him that his Fit for Duty exam was scheduled for 1300 hours on June 16, 2011. This Inspector informed Captain Adkins to telephone Bureau Chief Louise Grimm at Human Relations to obtain further information. Captain Adkins then left with his wife in their personal vehicle.

On June 15, 2011, Inspector John Redmond completed written documentation summarizing his observations and actions taken in reference to an inventory of I/Director Adkins' office at the Department of the Jail. The written correspondence has been reformatted, italicized and copied into this investigation.

At approximately 1500 hours, on June 15, 2011, Inspector Scott Anderson and I searched Interim Jail Director Norman Adkins' office for any medications, drugs and/or paraphernalia. This Inspector had Ms. Joanne Wofford sign a Confidentiality Acknowledgement form and she relinquished her key to Captain Adkins' office. Inspector Anderson took the overall photographs of the office. During the search, the following items were found in Captain Adkins' desk.

In the top right hand drawer, as you face the set of drawers, a binder clip box was located with several pills and a penny. The pills were identified by their imprints.

- a. Two gel capsules, no markings not able to be indentified*
- b. Four white elliptical/oval tabs with the imprint of 142, identified as Metformin ER 500 mg*
- c. One white round tab with the imprint of m 50, identified as Metoprolol Succinate 50 mg*
- d. One white round tab with the imprint of 45 on one side and ACTOS on the reverse, identified as ACTOS 45 mg*
- e. One small yellow round tab with the imprint of WPI 844, identified as Glipizide extended release 5 mg*
- f. One orange capsule with the imprint of LUPIN RAMIPRIL 2.5 MG, identified as Ramipril 2.5 mg*

The following items were discovered loose in the top right hand drawer of Captain Adkins' desk. The pills were identified by their imprints.

- a. One orange round tab with the imprint 44 over 392, identified as Ibuprofen 200 mg*
- b. One small white round tab with the imprint of RX 7, identified as Lorazepam 0.5 mg*
- c. One white elliptical/oval tabs with the imprint of 142, identified as Metformin ER 500 mg*

In the full bottom drawer of the desk, several pills were located that were individually contained in the drawer. The pills were identified by their imprints.

- a. Two white elliptical/oval tabs with the imprint of 142, identified as Metformin ER 500 mg*
- b. One gel capsule, no markings not able to be indentified*
- c. One orange capsule with the imprint of LUPIN RAMIPRIL 2.5 MG, identified as Ramipril 2.5 mg*
- d. One small yellow round tab with the imprint of WPI 844, identified as Glipizide extended release 5 mg*
- e. One white round tab with the imprint of m 50, identified as Metoprolol Succinate 50 mg*
- f. One white round tab with the imprint of 45 on one side and ACTOS on the reverse, identified as ACTOS 45 mg*
- g. One white round tab with the imprint of 30 on one side and ACTOS on the reverse, identified as ACTOS 30 mg*
- h. One peach elliptical/oval tabs with the imprint of LL on one side and C05 on the reverse, identified as Simvastatin 80 mg*

Nothing of any significance was located in the rest of the office. This Inspector instructed Ms. Wofford not to allow any people into the office without the proper authorization. This Inspector informed Captains Corey Warren, Walter Withey and Jeff Cloutier that if they needed access to Captain Adkins' office they needed to contact Inspector Whitworth.

At approximately 1600 hours, Inspector Anderson and I searched vehicle #2728, a pool vehicle assigned to the Security Division at the Department of the Jail. Captain Adkins had access to the vehicle and utilized it on various occasions. Inspector Anderson took the overall photographs and nothing of significance was located in the vehicle.

Inspector's Notes:

Inspector Redmond utilized the Drugs.com website and a Drug Identification Bible to identify the various medications located in I/Director Adkins' office. This Inspector compared the medication identified by Inspector Redmond to the State of Florida Health and Human Services' patient profile obtained by Lieutenant Burnett on June 17, 2011. This Inspector determined that I/Director Adkins

Medication

One (1) Lorazepam, 0.5 mg
One (1) Simvastatin, 80 mg
Two (2) Metoprolol Succinate, 50 mg
Two (2) Actos, 45 mg
Two (2) Glipizide ER, 5 mg
Two (2) Lupin Ramipril, 2.5 mg
Seven (7) Metformin ER, 500 mg

The following medication was classified as over the counter (OTC) meaning available for retail purchase.

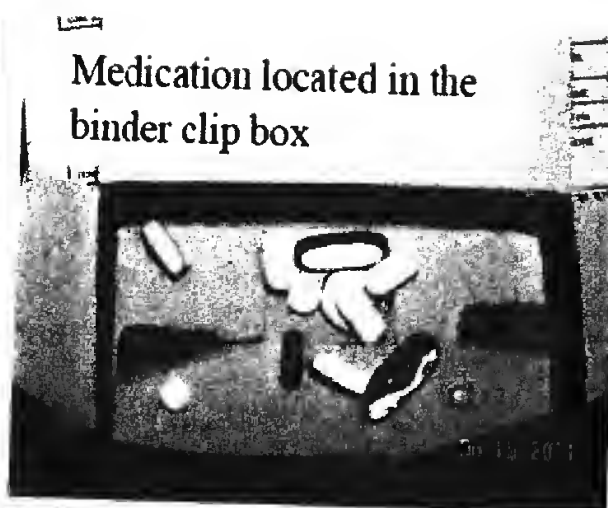
Medication

One (1) Ibuprofen, 200 mg
Three (3) gel capsules, no markings

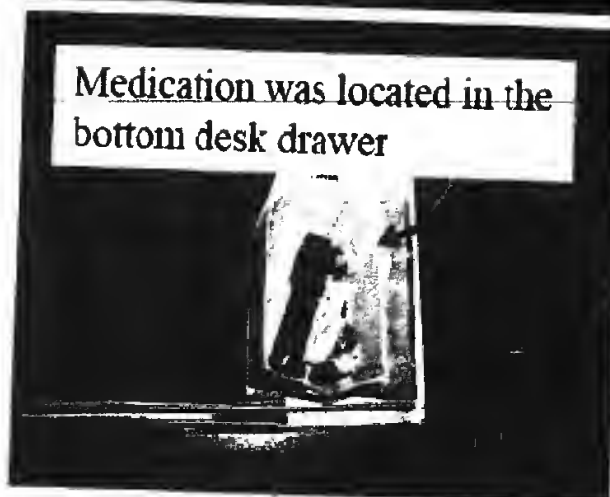
The desk drawer where the Lorazepam was found was previously utilized by Captain Walter Withey, former Director Mr. Robert Woody and Acting Major Charlie Lee. In fact, a name plate with the words "Capt. Charlie Lee" on it can be seen in the following photograph, next to the Lorazepam tablet. Other than the Lorazepam, I/Director Adkins either possessed a valid prescription for the medication or the medication was classified as over the counter medication.



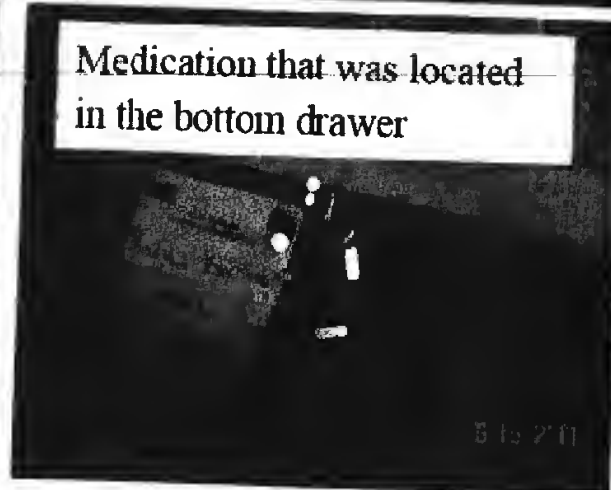
Lorazepam tablet



Medication located in the binder clip box



Medication was located in the bottom desk drawer



Medication that was located in the bottom drawer

On June 15, 2011, this Inspector spoke with Lieutenant Whitney Burnett from the Drug Task Force. This Inspector requested that the Drug Task Force attempt to determine if I/Director Adkins may be involved in any criminal activity, specifically related to doctor shopping. On June 27, 2011, Lieutenant Burnett completed an Inter-Office Correspondence detailing his investigation, which was reformatted, italicized and copied into this investigation.

ALACHUA COUNTY SHERIFF'S OFFICE
June 27, 2011

INTER-OFFICE CORRESPONDENCE

TO: Inspector Daryl Whitworth
 Office of Professional Standards

FROM: Lt. Whitney Burnett
 Drug Task Force

VIA: Chain of Command

RE: Patient Profile Norman Adkins

Pursuant to your request, on June 15, 2011, I contacted the State of Florida Health and Human Services and requested a patient profile for Captain Norman Adkins. On Friday June 17, 2011, I received the documents from H.H.S. via fax. I reviewed the patient profile and found no violations of Florida Statutes 893. All prescribed controlled substances were issued in accordance with state law. I also did not see any indications that Captain Adkins was seeing multiple doctors within any 30 day period in order to obtain any pain medication.

*If you have any questions give me a call.
WCB/wcb*

Inspector's Note:

This Inspector learned that the State of Florida Health and Human Services' patient profile was for prescription medication purchases in Alachua County only and would not include any purchases made by I/Director Adkins outside of Alachua County. This Inspector compared the patient profile to the medications disclosed by I/Director Adkins to Emergency Physicians Medical Center personnel and documented in their report. Aside from I/Director Adkins admission of taking medication not prescribed to him, there was no indication that requests for additional patient profiles from other counties was necessary.

On June 17, 2011, Inspector Latrell Simmons and this Inspector completed a detailed inventory of I/Director Adkins' vehicle. In addition to the property that was inventoried and stored, this Inspector located the below listed items. This Inspector located a paper name tag from the Florida Sheriff's Association in the name of Mr. Robert Woody in a black Hewlett Packard "HP" computer bag. This same "HP" computer bag contained several personal items belonging to I/Director Adkins as well as his prescribed medications. This inventory was included in the Official Documents section of this Administrative Investigation. The following medication was classified as an over the counter medication.

Items located

One (1) Magnesium Salicylate Tetrahydrate tablet

One (1) plastic bead, similar to a breath mint or an AirSoft pellet

INSPECTOR'S INVESTIGATION

On June 19, 2011, the urine test results from Elite Services were made available to the Office of Professional Standards. The "MRO Determination and Verification Report" from Elite Services verified that I/Director Adkins'

Inspector's Notes:

Mr. Bill Jagers, the Operations Manager for Elite Services, noted in an email that Dr. Michaels spoke with I/Director Adkins on June 21, 2011, and the "Mr. Bill Jagers, the Operations Manager for Elite Services, was not a witness in this investigation, nor interviewed.

On June 23, 2011, eight (8) days after I/Director Adkins' initial Reasonable Suspension Drug Test, the Human Resources Bureau allowed I/Director Adkins to provide a second urine test, as well as an initial blood test, to Emergency Physicians Medical Center. I/Director Adkins provided a list to Emergency Physicians Medical Center of the supplements, prescriptions and over the counter medications that he was taking at the time. The list of medications was included with the urine test results, provided to this Inspector by Emergency Physicians Medical Center and was included in the Official Documents section of this Administrative Investigation.

The following results are from a urine "dip." The urine "dip" is similar to a law enforcement presumptive field test where the urine is placed in a special vial or cup and tested. Emergency Physicians Medical Center utilized a twelve (12) panel drug test cup manufactured by AmediCheck. The twelve (12) panel drug test, tested for eleven (11) types of drugs plus an adulterant screen (contaminated and/or diluted urine). If a urine sample tests positive with a "dip" test, it is sent to a laboratory for confirmatory testing.

However, due to an oversight by Dr. r uent, the urine sample was not sent for confirmatory testing until July 1, 2011.

(11-IA-67, Interim Director Norman Adkins, ID# 117)

On June 30, 2011, the confirmatory blood test was received by Emergency Physicians Medical Center.

On July 1, 2011, Dr. Yucht sent I/Director Adkins' urine sample to Doctor's Laboratory, Inc. for confirmatory testing. On July 5, 2011, the laboratory conducted a "*dip*" test

On July 5, 2011, this Inspector emailed a series of questions to Emergency Physicians Medical Center and Elite Services in an effort to clarify the findings of their drug tests. On July 6, 2011, Emergency Physicians Medical Center replied to my email and addressed several issues. Doctor Yucht's responses have been included in the Official Document section of this Administrative Investigation. On July 29, 2011, this Inspector received a reply from Elite Services, which was detailed on page thirty (30) of this Administrative Investigation.

Mr. Paul Doering, M.S.

A formally recorded interview was conducted on July 13, 2011. This interview was conducted by Inspector Daryl Whitworth and Captain Karen Love at the Office of Professional Standards.

Mr. Doering was contacted by this Inspector to provide an explanation of the drug test results from Elite Services and Emergency Physicians Medical Center. Mr. Doering is a Distinguished Service Professor Emeritus at the College of Pharmacy, University of Florida. During his career, Mr. Doering focused much of his research, teaching and service in the area of *"teaching about recreational drug use, non medicinal use of medicinal drugs and the dangers that go along with them..."* At the time of this Administrative Investigation, Mr. Doering sat on the University of Florida's Athletic Association Drug Testing Committee. In that context, he regularly reviewed the results of their drug tests and was considered an expert in the area of interpreting and understanding the results and methods used in forensic drug testing. Mr. Doering stated he has been qualified as an expert witness in criminal, civil and administrative jurisdictions.

Prior to our meeting, this Inspector provided Mr. Doering with copies of the tests results from Elite Services and Emergency Physicians Medical Center, to include the blood/urine tests and questions posed to each vendor from this Inspector. Additionally, Mr. Doering received a copy of the State of Florida Health and Human Services' patient profile report obtained by Lieutenant Burnett on June 17, 2011. Mr. Doering also reviewed the list of disclosed medications provided by I/Director Adkins to Emergency Physicians Medical Center. Mr. Doering stated the list of medication was not verified by independent records.

Mr. Doering reviewed the Elite Services drug test which was completed on June 15, 2011, and the urine test utilized by Elite Services was a *"ten (10) drug panel"* which meant it only tested for ten (10) types of drugs. It did not include a test for Oxycodone and as a result, there was no result for Oxycodone. To determine if Oxycodone was present, the person ordering the test must request the specific test. Mr. Doering explained there was often a misconception that Oxycodone is an Opiate, when in fact, it is different enough that it required a specific test.

Mr. Doering explained that *"of great concern"* to him,

" A person under the influence of these drugs would appear *groggy, their eyes might be, um bloodshot, they might slur their speech, they might nod off in the process of a discussion...* "

On June 23, 2011, eight (8) days after the initial Reasonable Suspicion Drug Test, Mr. Adkins provided a blood and urine sample to Emergency Physicians Medical Center. The urine test from Emergency Physicians Medical Center was a twelve (12) drug panel test, testing for twelve (12) types of drugs.

The blood specimen, taken on the same visit, was sent for follow up testing at Doctor's Laboratory, Inc., in Valdosta, Georgia.

This test *"corroborates what was found in the tests that were done on the 15th of June, there is nothing so far in this test that refutes, undermines or otherwise makes me less confident about what I said,"*

These follow up tests revealed that the initial tests at Elite Services were not *"fundamentally flawed."*

After reviewing I/Director Adkins' prescriptions and over the counter medications, Mr. Doering concluded that none of the medications would have resulted in a *"false positive"* drug test. The prescription drug Temazepam or the *"brand name Restoril"* prescribed to I/Director Adkins would not result in a false positive

Mr. Doering reiterated *"nothing on the follow up tests does anything in my mind to undermine the principal finding that was done on the 15th of June,*

prescribed to the individual, which in fact represent potential dangerous combinations of drugs, especially someone who has a, uh, responsibility for the safety and welfare of other individuals." Additionally, Mr. Doering suspected I/Director Adkins would be taking the Oxycontin, as it was legally prescribed to him and he had a history of chronic pain,

INSPECTOR'S INVESTIGATION

On July 14, 2011, at approximately 1154 hours, Dr. Yucht emailed this Inspector and explained that he did not initially send I/Director Adkins' urine to Doctor's Laboratory, Inc. because a sample from Elite Services was already on file. It was not until July 1, 2011, that the urine sample was sent to the laboratory for confirmatory testing and the test was reported on July 5, 2011. Dr. Yucht explained Doctor's Laboratory Inc. completed a "dip" test which was did not conduct a confirmatory Gas Chromatography Mass Spectrometry test.

On July 21, 2011, this Inspector learned that Emergency Physicians Medical Center had maintained a frozen sample of I/Director Adkins' urine. This Inspector requested that Emergency Physicians Medical Center retest the urine. Additionally, I notified Human Resources Bureau Chief Louise Grimm and requested that she make notification to Elite Services to have I/Director Adkins' urine sample retested in accordance to Drug-Free Workplace Standards, Chapter 59A-24.006(7h).

Dr. Steven Yucht, M.D.

A formally recorded telephone interview was conducted on July 27, 2011. This interview was conducted by Inspectors Daryl Whitworth and John Redmond from the Office of Professional Standards.

On June 23, 2011, Emergency Physicians Medical Center was contacted by the Alachua County Sheriff's Office to facilitate a urine and blood test for I/Director Adkins. The initial urine test conducted by Emergency Physicians Medical Center was a twelve (12) panel drug test which The urine sample, which was not initially sent for further testing, was sealed and frozen. The blood was sent to Doctor's Laboratory, Inc. for confirmatory testing which Dr. Yucht explained blood tests have a different volume scale than for urine tests and are measured in milligrams, not nanograms.

On July 1, 2011, Dr. Yucht sent the urine to Doctor's Laboratory, Inc. for confirmatory testing and later learned that on July 5, 2011, the urine Dr. Yucht explained that Doctor's Laboratory, Inc. conducted a "dip" test with the urine and their test result and they did not proceed with a Gas Chromatography Mass Spectrometry test. Dr. Yucht explained that all "dip" tests have a "sensitivity and a specificity" component. The "sensitivity is the ability to detect what's there" and the "specificity" is the ability of a test to correctly identify a substance and reduce the false positives and false negatives or true positives and true negatives. False negatives can occur when the sensitivity of the test is not one hundred (100) percent, "something really is there but the test doesn't pick it up, either by chance or just by the sensitivity of the test is not one hundred (100) percent." Dr. Yucht stated, generally speaking, the "dip" test is ninety-five (95) percent accurate.

On July 21, 2011, Dr. Yucht resubmitted I/Director Adkins urine sample at this Inspector's request. Dr. Yucht instructed Doctor's Laboratory, Inc. not to conduct a "dip" just confirm the

sample with the Gas Chromatography Mass Spectrometry test. On July 26, 2011, Doctor's Laboratory, Inc. reported ^{Dr. Yucht} stated I/Director Adkins disclosed in an earlier interview that he took phenobarbital/Belladonna and Methadone which he said was given to him by his daughter,

Inspector's Notes:

On July 28, 2011, after unsuccessful attempts to reach Elite Services, this Inspector cancelled the retest of I/Director Adkins' original urine sample. On July 29, 2011, the Office of Professional Standards received an email from Elite Services which confirmed that I/Director Adkins' original urine sample

This was further discussed and confirmed by the certifying scientist at Quest Laboratories."

Mr. Robert Woody

A formally recorded telephone interview was conducted on August 1, 2011. This interview was conducted by Inspectors Daryl Whitworth and Ray Swallows from the Office of Professional Standards.

Mr. Robert Woody was formally the Jail Director at the Alachua County Sheriff's Office and is currently the Deputy Secretary of the Florida Department of Juvenile Justice. As the Jail Director, he was I/Director Adkins' immediate supervisor. In May of 2009, I/Director Adkins was involved in a traffic crash. During the investigation of that event, it came to light that I/Director Adkins lived out of county and parked his issued vehicle in Hawthorne, Florida. Mr. Woody initially testified I/Director Adkins parked the issued vehicle at the Post Office in Hawthorne, Florida but later believed it may have been the Fire Station in Hawthorne, Florida. In a previous conversation with I/Director Adkins, Mr. Woody remembered inquiring if the vehicle was safe where it was parked and if it had ever been tampered with.

Mr. Woody had no knowledge of I/Director Adkins ever parking his issued vehicle at any other site and never authorized him to park at or near the CVS or Hitchcock's Grocery Store. Additionally, Mr. Woody did not recall ever receiving the Alachua County Sheriff's Office's Alternate Location Parking Request form, an Inter-Office Correspondence or an email from I/Director Adkins requesting to park his vehicle at a site other than the Fire Station.

Interim Director Norman Adkins

A formally recorded statement was given by I/Director Adkins on August 3, 2011. This statement was made in the presence of Inspectors Daryl Whitworth and John Redmond at the Office of Professional Standards.

While reviewing the Office of Professional Standard's allegation sheet with I/Director Adkins, he interrupted this Inspector and offered an explanation as to why he parked his issued vehicle at

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the CVS in Hawthorne, Florida. I/Director Adkins stated that Mr. Woody had given him permission to park at the business after the Hawthorne Police Department was closed. Before being given permission to park at the store, Mr. Woody directed I/Director Adkins to speak with the managers of the CVS and the Hitchcock's Grocery Store to determine if they would be opposed to him parking in the lot. I/Director Adkins did not confirm whether he ever spoke with the managers, or completed the Alachua County Sheriff's Office's Alternate Location Parking Request form.

After this Inspector completed the introduction to the Administrative Investigation, I/Director Adkins was informed that the Office of Professional Standards had no questions for him but that he would be allowed to make a voluntary statement for the Administrative Investigation. I/Director Adkins discussed in great detail his diabetes and his deteriorating medical condition. He stated *"I'm pretty much done, I know it's time for me to get out of law enforcement, it's time."* I/Director Adkins continued *"I can see my health going to shit, I know I don't have a lot of time, I know that and I don't want to walk out of here with this big nasty blemish or get fired."* He brought with him several articles on diabetes, printed from the internet, which are included in the Official Document section of this Administrative Investigation.

I/Director Adkins stated fellow supervisors at the Department of the Jail, specifically Captain Cloutier, had knowledge of his medical condition and were aware of the medications he took and what actions to take in case of a medical emergency. I/Director Adkins expressed resentment that Captains Withey and Cloutier *"put me in a car, drive me in the opposite direction from hospitals and dump me on my wife, out in the woods. That's wrong, we don't do that to inmates, why in the hell would you do it to a staff employee."* I/Director Adkins testified that he did not come to work drunk, as he believed some witnesses thought. He stated *"my blood sugar was through the roof and had those two people that were in the room with me, instead of loading me up and trying to hide me somewhere, cause if, if they think I was doing something I shouldn't have done, then you better call OPS and get them over here, because that's what's, what'll cover me. Two, if you think I'm going into a diabetic coma, send me to the hospital"* I/Director Adkins questioned why he was treated by Corizon staff and why a nurse administered an injection of insulin, not knowing his medical history or if he was allergic to insulin. Contrary to witness testimony, I/Director Adkins alleged when he arrived at his residence the afternoon of June 14, 2011, his blood sugar level was *"505."*

I/Director Adkins discussed his recent promotion to Interim Director, the stress level associated with the position and the lack of support from Mr. Woody before he assumed the Interim Director's position. To add to the stress, Mr. Woody allegedly told I/Director Adkins that *"Joann's nothing but a spy, she was planted over here by the Sheriff in order to report everything that's going on back at the Jail."* Allegedly, Mr. Woody made reference to Captains Cloutier and Withey not being trustworthy and described them as *"snakes in the grass and they're gonna bite you, keep playing with em."*

On June 15, 2011, I/Director Adkins recalled being by told by Chief Deputy Huckstep *"that he wanted me to give a urine test, would I please do so."* When I/Director Adkins arrived at Elite Services, he believed there was some confusion between the Inspectors as to whether or not a blood test was necessary. I/Director Adkins stated he was initially directed by Chief Deputy Huckstep to take the urine test, so he figured he should follow Chief Deputy Huckstep's initial

order.

After I/Director Adkins he spoke with Chief Deputy Huckstep by telephone and denied taking the drugs. Chief Deputy Huckstep offered him an opportunity to take a second drug test. On afternoon of the second test, I/Director Adkins stopped by his daughter's residence and learned that she had possibly given him the medicine.

I/Director Adkins explained that in addition to his medication, he kept his wife's and daughter's medicine locked in his issued vehicle to keep it away from "the grandbaby." On June 14, 2011, the evening of the medical emergency, I/Director Adkins's daughter visited him at the family's residence to help her mother care for him. Mrs. Adkins told their daughter that I/Director Adkins did not have his medications because they were left in his issued vehicle. I/Director Adkins learned that his daughter gave him a "sleeping pill and a pain pill." The daughter informed him "the pain pill, a friend gave me, is called methadone," which he described as a square pill. The daughter produced a labeled prescription pill bottle with the word "pain," written on the bottle. I/Director Adkins inspected the prescription bottled and saw several different types of pills and one more "square pill" that he was told was a methadone tablet. I/Director Adkins stated he took approximately twenty pills a day, and during a diabetic emergency, like he suffered, it would not be uncommon for his wife or daughter to give him medication.

I/Director Adkins said he was unable to determine until several days later. When speaking with his daughter, he learned she had given him a liquid medicine to help with his vomiting and stomach cramps. I/Director Adkins stated his daughter approached him with a bottle and stated "here, take a drink of this, it was in a bottle, and it was a liquid, she goes this for stomach cramps and she turn around and read it, for stomach cramps. Hands it to me, I take a swig, that's the kids medicine, it's, it's."

I/Director Adkins said that he learned from Dr. Yucht that the medicine he ingested. Furthermore, I/Director Adkins stated "the first test I was given, it was 100% correct."

Dr. Yucht stated he needed to report his findings to Bureau Chief Louise Grimm but I/Director Adkins feared his daughter may need an attorney. Dr. Yucht stated "what you need to realize is the truth is gonna set you free. He says, if you tell the truth, uh, your not going to have to worry, especially, I can't see you getting terminated over, over telling the truth, he said you didn't intentionally swallow this medication, uh, he says, far as I see it, it's an accidental ingestion of the medication, I said well maybe two of them, the third one, I knew I was drinking something that didn't belong to me, I just didn't think it would have a narcotic in it, when it's a child's (medicine)."

Inspector's Notes:

- In his statement, I/Director Adkins gave his account as to why -in his drug tests. He did not address

- I/Director Adkins' statement that his refusal to submit to the blood test was due to confusion and that he was only following Chief Deputy Huckstep's order is without merit. This Inspector recalled that while they were at Elite Services, I/Director Adkins argued that the Alachua County Sheriff's Office Directive did not require employees to submit to a blood test. He implied that Chief Deputy Huckstep used the urine test as a ruse to get him to Elite Services and then informed him of the blood test once he arrived at Elite Services.
- I/Director Adkins incorrectly surmised that Captains Withey and Cloutier and Ms. Wofford alleged he was under the influence of alcohol. There was no witness testimony that stated that I/Director Adkins was under the influence of alcohol.

FINDINGS OF FACT

1. On the morning of June 14, 2011, Captains Cloutier, Withey and Chief Deputy Huckstep noted that I/Director Adkins displayed odd or unusual behavior. Captain Cloutier stated that I/Director Adkins *"looked tired, worn"* and did not appear to be feeling okay. Captain Withey stated during their meeting that I/Director Adkins had *"a wide eyed look,"* did not interact much and *"slurred some of the words."* After giving I/Director Adkins a task that was incorrectly completed, Chief Deputy Huckstep stated he *"couldn't understand why he was behaving the way he did then and why he didn't actually follow what I had asked him to do."* In retrospect, the witnesses believed I/Director Adkins may have been exhibiting symptoms of his diabetic condition that morning.
2. On the afternoon of June 14, 2011, I/Director Adkins suffered from an apparent diabetic medical emergency while in his office at the Department of the Jail. Ms. Wofford contacted Ms. Minter, the Health Services Administrator for Corizon, for assistance.
3. Ms. Minter and Nurse Crawford testified I/Director Adkins exhibited symptoms of elevated blood sugar and high blood pressure. At the time, I/Director Adkins' blood sugar level was approximately 268. Ms. Minter authorized Nurse Crawford to administer one insulin injection from the Department of the Jail's available supplies. After the insulin injection, Ms. Minter stated I/Director Adkins was unfit to drive and should be taken to his residence where he could then contact his doctor to receive follow up care.
4. Ms. Wofford, Captains Cloutier, Withey and Acting Captain Warren testified I/Director Adkins was conscious, but incoherent and appeared sleepy. Captain Cloutier stated I/Director Adkins looked *"drunk"* and could not keep his eyes open, Captain Withey stated *"he was in a stupor."* I/Director Adkins' behavior was consistent with other diabetic episodes they had witnessed.
5. Captains Cloutier and Withey believed the best course of action was to drive I/Director Adkins to his residence. Captain Cloutier placed I/Director Adkins' gun belt, a computer bag and a three (3) ring binder inside I/Director Adkins' vehicle. Captain Warren carried a black or green computer bag from I/Director Adkins' office.

6. Before leaving the Department of the Jail parking lot, Captain Withey discovered a prescription bottle containing pills, labeled as Oxycontin, in the center armrest of I/Director Adkins' vehicle. Captains Cloutier and Warren were shown the prescription bottle before it was returned to the center armrest. Captain Withey noted the prescription had been filled on June 14, 2011, and testified he never opened the bottle nor removed any of the contents.
7. Captain Cloutier documented in an Inter-Office Correspondence to Chief Deputy Huckstep that while enroute to Hawthorne, Florida, I/Director Adkins *"drifted in and out of sleep, snored loudly, and gave all appearances of someone who was dealing with a blood sugar/diabetic related issue."* Later, Captains Cloutier and Withey learned from Mrs. Adkins that I/Director Adkins had not taken his prescription medication.
8. Captain Withey discovered I/Director Adkins' personal vehicle parked between the CVS and Hitchcock's Grocery Store in Hawthorne, Florida. Captain Withey parked I/Director Adkins' issued vehicle between the two (2) businesses, as depicted in the photographs taken by the Office of Professional Standards.
9. I/Director Adkins' divisional file at the Department of the Jail, his personnel file in the Human Resources Bureau and files within the Office of the Sheriff, contain no record of I/Director Adkins ever completing the Alachua County Sheriff's Office's Alternate Location Parking Request form. Mr. Woody testified he had no knowledge and never authorized I/Director Adkins to park his issued vehicle in the parking lot of CVS or Hitchcock's Grocery Store in Hawthorne, Florida. Additionally, Chief Deputy David Huckstep testified he was unaware that I/Director Adkins was parking his vehicle in a public parking lot in Hawthorne, Florida.
10. On June 14, 2011, at approximately 1730 hours, this Inspector, Captain Love and Inspector Redmond inventoried I/Director Adkins' issued vehicle. The State of Florida Health and Human Services' patient profile report
11. On June 14, 2011, at 1820 hours, Captain Love and Inspector Redmond inventoried the Oxycontin tablets locating seventy-seven (77) out of the ninety (90) tablets, leaving thirteen (13) unaccounted for. The receipt from Walgreens revealed the prescription was purchased on June 14, 2011, at 1329 hours, with the medical emergency occurring at approximately 1430 hours that afternoon.
12. On June 15, 2011, at approximately 1000 hours, I/Director Adkins met with this Inspector, Chief Deputy Huckstep and Inspector Redmond. Chief Deputy Huckstep reviewed the events that led to I/Director Adkins being driven to his residence from work the previous day. He explained that I/Director Adkins would need to submit to a Reasonable Suspicion Drug Test and be medically cleared, prior to returning to work.

13. On June 15, 2011, at approximately 1100 hours, this Inspector, Inspector Redmond and I/Director Adkins arrived at Elite Services for a Reasonable Suspicion urine and blood test. At approximately 1104 hours, I/Director Adkins refused to provide a blood sample, but agreed to a urine sample. This Inspector confirmed with Captain Love that a blood test was needed but I/Director Adkins stated he would not provide the blood sample. Inspector Redmond ordered him two (2) additional times to provide a sample, which was witnessed by this Inspector and Elite Services employee Ms. Kailan Bragg.
14. On June 15, 2011, at approximately 1115 hours, I/Director Adkins was placed on Administrative Suspension by this Inspector.
15. On June 15, 2011, at approximately 1500 hours, Inspectors Redmond and Anderson inventoried I/Director Adkins' office at the Department of the Jail. I/Director Adkins held a valid prescription for each of the medications that were found, except for the Lorazepam tablet. The desk had been previously utilized by Captain Withey, Mr. Woody and Major Lee.
16. On June 17, 2011, Lieutenant Burnett provided this Inspector with a State of Florida Health and Human Services' patient profile for I/Director Adkins. Lieutenant Burnett indicated that he saw no evidence that I/Director Adkins was "*doctor shopping*."
17. On June 19, 2011, at 1445 hours, the "MRO Determination and Verification Report" from Elite Services indicated I/Director Adkins'.
18. Mr. Bill Jagers, the Operations Manager for Elite Services, noted in an email that Dr. Michaels spoke with I/Director Adkins on June 21, 2011, and the
"Mr. Bill Jagers, the Operations Manager for Elite Services, was not a witness in this investigation, nor interviewed.
19. On June 23, 2011, I/Director Adkins took a second drug test at Emergency Physicians Medical Center, consisting of a urine and blood sample.
20. On June 23, 2011, the Emergency Physicians Medical
Dr. Yucht testified the urine sample, which was not initially sent for further testing, was sealed and frozen.
21. On June 30, 2011, the Emergency Physicians Medical Center
22. On July 1, 2011, Dr. Yucht sent I/Director Adkins' urine sample to Doctor's Laboratory, Inc. for confirmatory testing. On July 5, 2011, the urine sample
Dr. Yucht explained that Doctor's Laboratory, Inc. conducted a "*dip*" test with the urine. they did not proceed with a Gas Chromatography Mass Spectrometry test. Dr. Yucht stated, generally speaking, the "*dip*" test utilized by Emergency Physicians Medical Center was ninety-five (95) percent accurate.

31. On July 21, 2011, Emergency Physicians Medical Center resubmitted I/Director Adkins' urine sample at this Inspector's request. Dr. Yucht instructed Doctor's Laboratory, Inc. not to conduct a "dip," just confirm the sample with the Gas Chromatography Mass Spectrometry test. On July 26, 2011, Doctor's Laboratory, Inc. reported a confirmatory urine test
32. On July 29, 2011, the Office of Professional Standards received an email from Elite Services, which confirmed that I/Director Adkins' urine sample
- this was further discussed and confirmed by the certifying scientist at Quest Laboratories."*
33. The results of the original urine test from Elite Services were corroborated by Emergency Physicians Medical Center's "dip" test and blood test and I/Director Adkins' own admission of taking his daughter's medications.
34. Mr. Doering testified "*which in fact represent potential dangerous combinations of drugs, especially someone who has a, uh, responsibility for the safety and welfare of other individuals.*"
35. Senior Staff Attorney offered her legal opinion in regard to the allegation that I/Director Adkins was insubordinate in his refusal to submit to a blood test. "*Reasonable suspicion existed to believe that Captain Adkins was under the influence of alcohol or drugs, therefore he was required to submit to alcohol and drug testing. The procedures described in Section X set out what normal protocol would be. It does not grant the subject employee the latitude to refuse a direct order from the Inspector accompanying the employee to the sample collection vendor to submit a sample other than urine. If circumstances dictate, I believe an Inspector has authority from the Sheriff to order an employee to submit whatever type of bodily sample contemplated for a drug test to maintain a drug free workplace. Refusing that order is insubordination.*"

INSPECTOR'S FINDINGS

Based upon testimony and evidence in this Administrative Investigation, it is the finding of this Inspector that a violation of Alachua County Sheriff's Office Directive:

ACSO Directive 353.V.A.5 - Use of Alcohol/Drugs and Medication is SUSTAINED

Based upon this Inspector's investigation and evidence collected, I/Director Adkins failed to comply with the Alachua County Sheriff's Office Directive 353.V.A.5 - Use of Alcohol/Drugs and Medication.

- On June 14, 2011, at approximately 1730 hours, an inventory of I/Director Adkins' issued vehicle revealed several loose, over the counter and prescription medications
- On June 14, 2011, at approximately 1747 hours, the Office of Professional Standards discovered a prescription for ninety (90) 40mg. Oxycontin tablets that were purchased at 1329 hours that same day, of which thirteen (13) were missing.
- On June 15, 2011, at approximately 1500 hours, Inspectors Redmond and Anderson inventoried I/Director Adkins' office at the Department of the Jail. During their inventory, the Inspectors located numerous medicines inside his desk. I/Director Adkins
- On June 19, 2011, at 1445 hours, the "MRO Determination and Verification Report" from Elite Services indicated I/Director Adkins' urine test
- On June 23, 2011, I/Director Adkins took a second drug test at Emergency Physicians Medical Center consisting of a urine and blood sample.
- On June 23, 2011, the Emergency Physicians Medical Center confirmed
- On June 30, 2011, the Emergency Physicians Medical Center confirmed
- On July 6, 2011, at approximately 1527 hours, an Emergency Physicians Medical Center report noted that I/Director Adkins alleged "...his daughter gave him some of her medication."
- On July 13, 2011, Mr. Doering testified the urine test from Elite Services revealed a results were confirmed using the Gas Chromatography Mass Spectrometry test. Mr. Doering stated there was no doubt in his mind *"that the individual had consumed drugs for which there was no valid prescription or no evidence of a valid prescription."*
- On July 21, 2011, Emergency Physicians Medical Center resubmitted I/Director Adkins' urine sample. On July 26, 2011, Doctor's Laboratory, Inc. reported a confirmatory urine
- On July 29, 2011, the Office of Professional Standards received an email from Elite Services, which confirmed that I/Director Adkins' urine sample

This was further discussed and confirmed by the certifying scientist at Quest Laboratories."

ACSO Directive 353.V.A.7 – Insubordination is SUSTAINED

Based upon this Inspector's investigation and evidence collected, I/Director Adkins failed to comply with the Alachua County Sheriff's Office Directive 353.V.A.7 – Insubordination.

- On June 15, 2011, at approximately 1100 hours, I/Director Adkins arrived at Elite Services for a Reasonable Suspicion urine and blood test. At approximately 1104 hours, I/Director Adkins refused to provide a blood sample, but agreed to a urine sample. After it was confirmed with Captain Love that a blood test was needed, I/Director Adkins stated he would not provide a blood sample. Inspector Redmond directed him two (2) additional times to provide a sample, which was witnessed by this Inspector and Elite Services employee Ms. Kailan Bragg.
- Senior Staff Attorney offered her legal opinion in regard to the allegation that I/Director Adkins was insubordinate in his refusal to submit to a blood test. *"Reasonable suspicion existed to believe that Captain Adkins was under the influence of alcohol or drugs, therefore he was required to submit to alcohol and drug testing. The procedures described in Section X set out what normal protocol would be. It does not grant the subject employee the latitude to refuse a direct order from the Inspector accompanying the employee to the sample collection vendor to submit a sample other than urine. If circumstances dictate, I believe an Inspector has authority from the Sheriff to order an employee to submit whatever type of bodily sample contemplated for a drug test to maintain a drug free workplace. Refusing that order is insubordination."*

ACSO Directive 353.V.B.12 – Use and Maintenance of ACSO Fleet Vehicles is SUSTAINED

Based upon this Inspector's investigation and evidence collected, I/Director Adkins failed to comply with the Alachua County Sheriff's Office Directive 353.V.B.12 – Use and Maintenance of ACSO Fleet Vehicles.

- I/Director Adkins' divisional file at the Department of the Jail, his personnel file in the Human Resources Bureau and files within the Office of the Sheriff, contain no record of I/Director Adkins ever completing the Alachua County Sheriff's Office's Alternate Location Parking Request form.
- Former Jail Director, Mr. Robert Woody, testified he never authorized I/Director Adkins to park his issued vehicle in the parking lot of CVS or Hitchcock's Grocery Store in Hawthorne, Florida.
- Chief Deputy David Huckstep testified he was unaware that I/Director Adkins was parking his vehicle in a public parking lot in Hawthorne, Florida.

OFFICIAL DOCUMENTS

1. Introduction to Recorded Interview, Witness:
 - a. Chief Deputy David Huckstep Complainant
 - b. Ms. Joann Wofford (X2) Witness
 - c. Captain Walter Withey (X2) Witness
 - d. Captain Jeffrey Cloutier Witness
 - e. Acting Captain Corey Warren Witness
 - f. Ms. Barbara Minter Witness
 - g. Nurse Jill Crawford (X2) Witness
 - h. Mr. Paul Doering Witness
 - i. Dr. Steven Yucht Witness
 - j. Deputy Secretary Robert Woody Witness
2. Confidential Internal Investigation Acknowledgement:
 - a. Chief Deputy David Huckstep Complainant
 - b. Ms. Joann Wofford Witness
 - c. Captain Walter Withey Witness
 - d. Captain Jeffrey Cloutier Witness
 - e. Acting Captain Corey Warren Witness
 - f. Ms. Barbara Minter Witness
 - g. Nurse Jill Crawford Witness
 - h. Interim Director Norman Adkins Subject Employee
3. Garrity Warning
 - a. Interim Director Norman Adkins Subject Employee
4. Employee Notice of Administrative Suspension:
 - a. Interim Director Norman Adkins Subject Employee
5. Employee Notice of Internal Investigation:
 - a. Interim Director Norman Adkins Subject Employee
6. Video recording (DVD) of interview with:
 - a. Interim Director Norman Adkins Subject Employee
7. Audio recordings (CD) of interviews with:
 - a. Chief Deputy David Huckstep (Duration 08:18 minutes)
 - b. Ms. Joann Wofford (X2) (Duration 10:20 and 4:59minutes)
 - c. Captain Walter Withey (X2) (Duration 16:39 and 3:11minutes)
 - d. Captain Jeffrey Cloutier (Duration 16:15 minutes)
 - e. Acting Captain Corey Warren (Duration 06:49 minutes)
 - f. Ms. Barbara Minter (Duration 05:43 minutes)
 - g. Nurse Jill Crawford (X2) (Duration 03:28 and 4:50 minutes)
 - h. Mr. Paul Doering (Duration 24:34 minutes)
 - i. Dr. Steven Yucht (Duration 9:42 minutes)

- j. Deputy Secretary Robert Woody (Duration 4:14 minutes)
 - k. Interim Director Norman Adkins (Duration 47:55 minutes)
8. Initial Office of Professional Standards inventory of Interim Director Norman Adkins' vehicle and includes photocopies of items recovered, (thirty-six (36) photocopied pages) - June 14, 2011
 9. Personal items initially inventoried on June 14, 2011, were returned to Interim Director Norman Adkins. Agency owned or miscellaneous property remained in the custody of the Office of Professional Standards, (two (2) pages) - June 15, 2011
 10. Inventory of Interim Director Norman Adkins office was completed by Inspectors John Redmond and Scott Anderson. The inventory includes photographs and photocopies of items recovered - June 15, 2011
 11. Photographs and scanned documents are contained on one-labeled compact disc
 12. Inter-Office Correspondence addressed to Chief Deputy David Huckstep from Captain Walter Withey, reference "*Behavior Observed, Norman Adkins*," dated June 17, 2011, (two (2) pages)
 13. Inter-Office Correspondence addressed to Chief Deputy David Huckstep from Captain Jeffrey Cloutier, reference "*Behavior Observed, Norman Adkins*," dated June 17, 2011, (one (1) page)
 14. Inter-Office Correspondence addressed to Chief Deputy David Huckstep from Acting Captain Corey Warren, reference "*Interim Director Norman Adkins Observations*," dated June 17, 2011, (two (2) pages)
 15. Telecopy Memorandum, dated June 17, 2011, to Lieutenant Whitney Burnett from Mr. Dave Withers, Florida Department of Health, reference prescription drug history for Interim Director Norman Adkins, (fourteen (14) pages)
 16. Three (3) lists of inventory from Interim Director Norman Adkins' vehicle separated into a Master List, Agency Items and Personal List, each dated June 17, 2011, to include one (1) photocopy of recovered items
 17. Elite Services "*AHCA/Workers Compensation Drug Free Workplace MRO Determination and Verification Report*," dated June 19, 2011.
 18. Receipt of Departmental Property form completed by Inspector Daryl Whitworth after Interim Director Norman Adkins turned in the listed items to Bureau Chief Louise Grimm on June 20, 2011
 19. One (1) page typed document prepared by Ms. Joann Wofford, received by Inspector Daryl Whitworth prior to her interview on June 22, 2011

20. Email, dated June 23, 2011, from Ms. Lisa Zeese to Bureau Chief Louise Grimm, reference *"FW: Urine Drug Test Results for Norman Adkins, dated June 15, 2011 - with attachment,"* (two (2) pages)
21. Letter from Bureau Chief Louise Grimm, addressed to the Interim Director Norman Adkins, " dated June 23, 2011, with delivery confirmation
22. Fax, dated June 23, 2011, from Emergency Physician Medical Center, reference Draft of Patient's Record, containing urine test results, (four (4) pages)
23. Printed copy of a Gainesville Sun newspaper article, titled: *"Interim Jail Director Suspended,"* dated June 22, 2011
24. Inter-Office Correspondence addressed to Lieutenant Daryl Whitworth from Lieutenant Whitey Burnett, dated June 27, 2011
25. Fax dated June 30, 2011, from Emergency Physicians Medical Center, reference Doctor's Laboratory, Inc., containing blood test results, (two (2) pages)
26. Email dated July 5, 2011, from Bureau Chief Louise Grimm to Inspector Daryl Whitworth reference *"FW: Information from Elite,"* (seven (7) pages)
27. Faxed letter dated July 5, 2011, from Elite Services, addressed to the Alachua County Sheriff's Office reference Interim Director Norman Adkins' drug test results, dated July 5, 2011
28. Email dated July 7, 2011, from Emergency Physicians Medical Center addressed to Inspector Daryl Whitworth reference: *"Fwd: Adkins,"* to include completed questionnaire drafted by this Inspector
29. Fax dated July 8, 2011, from Emergency Physician Medical Center, reference Draft of Patient's Record to include *"Addendum Note"* detailing interview with Interim Director Norman Adkins and urine test results, (four (4) pages)
30. Inter-Office Correspondence addressed to Inspector Daryl Whitworth from Bureau Chief Louise Grimm, dated July 13, 2011, with two (2) page attachment
31. Email dated July 14, 2011, from Emergency Physicians Medical Center to Inspector Daryl Whitworth, reference: *"Mr. Adkins,"* to include urine test results from Doctor's Laboratory, Inc., (four (4) pages)
32. Email dated July 14, 2011, from Mr. Paul Doering to Inspector Daryl Whitworth, reference: *"FW: Adkins-Doctor's Lab,"* with attachment, (five (5) pages)
33. Email dated July 15, 2011, from Mr. Paul Doering to Inspector Daryl Whitworth reference: *"FW: Adkins,"* with attachment, (two (2) pages)

34. Email dated July 15, 2011, from Inspector Daryl Whitworth to Mr. Bill Jagers reference: *"Just checking,"* with questionnaire that was referenced in the email, (five (5) pages)
35. Email dated July 15, 2011, from Inspector Daryl Whitworth to Emergency Physicians Medical Center reference: *"Mr. Adkins,"* to include two (2) PDF attachments, (ten (10) pages)
36. Email dated July 26, 2011, from Dr. Steven Yucht (Emergency Physicians Medical Center) to Inspector Daryl Whitworth reference: *"Re: Test results,"* (one (1) page)
37. Fax dated July 27, 2011, from Emergency Physician Medical Center reference, Doctor's Laboratory, Inc., containing blood test results, (two (2) pages)
38. Email dated July 29, 2011, from Bureau Chief Louise Grimm to Inspector Daryl Whitworth reference: *"FW: Drug screen follow up,"* (one (1) page)
39. ~~Email dated July 21, 2011, from Bureau Chief Louise Grimm to Mr. Bill Jagers, Elite Services reference: *"Drug Test Results for Norman Adkins,"* (one (1) page)~~
40. Inspector's Notes: Results from inquiry about Interim Director Norman Adkins' vehicle parked at CVS
41. ACSO Directives:
 - a. ACSO Directives 223: Use and Maintenance of ACSO Fleet
 1. ACSO form 07-19 (07/09)
 - b. ACSO Directives 144: Drug Free Workplace
42. Inspector's Notes: Telephone interview with Nurse Crawford from July 14, 2011
43. Email dated August 5, 2011, from Senior Staff Attorney Cindy Weygant, Alachua County Sheriff's Office's General Counsel reference: *"Drug Testing,"* (one (1) page)
44. Miscellaneous paperwork from Interim Director Norman Adkins, submitted at the conclusion of his interview, (thirty-three (33) pages)

**VERIFICATION PURSUANT TO
FLORIDA STATUTE 92.525**

I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willingly deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss. 112.532 and 112.533, Florida Statutes.


Inspector Daryl Whitworth

STAFF RECOMMENDATIONS

The completed investigation was forwarded on August 5, 2011, for review and recommendations for disciplinary action as follows:

CHIEF DEPUTY DAVID HUCKSTEP: Use of Alcohol/Drugs and Medication; **SUSTAINED**, Insubordination; **SUSTAINED** and Use and Maintenance of ACSO Fleet Vehicle; **SUSTAINED**.

RECOMMENDATION: Termination. Date Signed: August 5, 2011

ADDENDUM BY CHIEF INSPECTOR

I agree with the findings of Inspector Whitworth.

RECOMMENDATION: Termination.

Date Signed: August 5, 2011

KQL/dww

MATRIX FOR SUSTAINED VIOLATION(S)

TRACKING NUMBER	11-IA-67	ACCUSED EMPLOYEE	Interim Director Norman Adkins	ID #:	117
ALLEGED VIOLATION OF DIRECTIVE 353.V		A.5-Use of Alcohol/Drugs and Medication, A.7-Insubordination and B.12-Use and Maintenance of ACSO Fleet Vehicle			
CURRENT POINTS	+ CARRYOVER POINTS	= TOTAL POINTS	DISCIPLINE RANGE		
130	0	120	Fifteen days Suspension without pay to Termination		

SHERIFF'S FINDINGS

TRAINING OR RETRAINING	<input type="checkbox"/>	LOSS OF VEHICLE	<input type="checkbox"/>	days	
WRITTEN REPRIMAND	<input type="checkbox"/>	PROBATION	<input type="checkbox"/>	months	
CHANGE IN ASSIGNMENT	<input type="checkbox"/>	SUSPENSION	<input type="checkbox"/>	days	hours
		DEMOTION	<input type="checkbox"/>	to	
		TERMINATION	<input type="checkbox"/>	DATE	/ /

A.7 Sustained - Insubordination

A.5 Sustained - Termination

Use of alcohol, drugs, medication

B.12 Sustained - Use + maintenance of ACSO vehi

Sadie Darnell / 8/8/11

Sadie Darnell, Sheriff

Date

APPROVED / DISAPPROVED

(DO NOT WRITE BELOW THIS AREA - FOR OPS USE ONLY)

☐ Letter of Findings sent to Complainant

☐ Copy sent to subject employee

☐ Entered in AIM/IA TRAK

Date/Initials: _____

Date/Initials: _____

Date/Initials: _____